

GOVERNMENT OF TELANGANA  
ABSTRACT

Labour, Employment, Training & Factories Department – The Telangana Shops and Establishments Act, 1988 – M/s. GMR Hospitality and Retail Limited – Hyderabad Duty Free Division – Exemption from certain provisions of the Telangana Shops and Establishments Act, 1988 – Grant of exemption for a further period of two (2) years w.e.f. 26.04.2023 – Orders – Issued.

---

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT  
G.O.Ms.No. 15  
Dated: 12-06-2023  
Read the following:-

1. G.O.Ms.No.20, LET&F (Lab-I) Department, Dated: 20.05.2021.
2. Representation of the Chief Human Resources Officer, GMR Hospitality and Retail Limited-Hyderabad Duty Free Division, Hyderabad, dt: 16.03.2023.
3. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/1421/2019, Dated: 25.04.2023.

\*\*\*\*\*

ORDER:-

In the G.O. 1<sup>st</sup> read above, Government have issued orders granting exemption to M/s. GMR Hospitality and Retail Limited – Hyderabad Duty Free Division from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a further period of two (2) years with effect from 26.04.2021, subject to the conditions as mentioned therein.

2. In the reference 2<sup>nd</sup> cited, the Chief Human Resource Officer, M/s. GMR Hospitality and Retail Limited – Hyderabad Duty Free Division, Hyderabad has requested the Government to grant further extension of the exemption from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 as the exemption granted in G.O.Ms.No.20, LET&F (Lab-I) Department, Dated: 20.05.2021 will expire on 25.04.2023.

3. In the reference 3<sup>rd</sup> read above, the Commissioner of Labour, Telangana, Hyderabad has reported that no complaints have been received on the violation of any of the Labour Laws during the exemption period granted vide G.O. 1<sup>st</sup> read above and the exemption sought by the M/s. GMR Hospitality and Retail Limited – Hyderabad Duty Free Division may be considered with certain conditions.

4. Government after careful examination of the matter, hereby decided to grant exemption to M/s. GMR Hospitality and Retail Limited – Hyderabad Duty Free Division from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a further period of two (2) years with effect from 26.04.2023, subject to certain conditions.

5. Accordingly, the following notification will be published in the Extra-ordinary issue of the Telangana State Gazette:

**NOTIFICATION**

In exercise of the powers conferred under sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby grants exemption to M/s. GMR Hospitality and Retail Limited – Hyderabad Duty Free Division from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a further period of two (2) years with effect from 26.04.2023, subject to the following conditions namely:-

- (i) Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- (ii) Every employee shall be given a weekly off.

**Contd....2**

- (iii) The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.
  - (iv) Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national / festival holiday with wages under provision to sub section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.
  - (v) It is Compulsory / statutory that Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
  - (vi) The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.
  - (vii) The Schedule and route of the pickup and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers / routes /shifts shall be allowed only with the prior knowledge of supervisory officers / employees.
  - (viii) The telephone number particularly mobile cell numbers and portal / residential addresses of the women employees shall not be disclosed to unauthorized persons.
  - (ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
  - (x) It is desirable that the company shall randomly check the vehicles on various routes and ensure their safety etc.
  - (xi) Company shall have a Control Room / Travel desk for monitoring vehicle movements and necessary records shall be maintained to this effect.
6. The exemption granted under para-(5) above of this order may be revoked at any time without prior notice or assigning any reason if warranted in public interest and safety.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To  
The Commissioner, Printing, Stationery & Stores Purchases,  
Government Printing Press, Chanchalguda, Telangana, Hyderabad.  
The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The Chief Human Resource Officer, M/s. GMR Hospitality and Retail Limited –  
Hyderabad Duty Free Division, Level-H, Rajiv Gandhi International Airport,  
Shamshabad, Hyderabad-500 108.

The P.S. to Minister (Labour & Employment)  
SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER